

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

HQ/SOCR (and below)

For 2st Quarter 2022 for period ending March 31, 2021

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2022Thru03-31
	2017	2018	2019	2020	2021	
Number of Complaints Filed	175	216	203	130	121	97
Number of Complainants	170	213	191	130	121	97
Repeat Filers	5	3	12	0	0	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2022Thru03-31
	2017	2018	2019	2020	2021	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	55	48	38	39	29	23
Color	23	19	21	18	5	11
Religion	15	10	16	4	4	21
Reprisal	88	95	93	61	62	51
Sex	58	84	67	48	39	43
PDA	2	7	4	1	4	2

National Origin	38	33	35	17	19	13
Equal Pay Act	1	0	0	0	0	0
Age	40	41	48	25	26	17
Disability	61	71	64	47	52	22
Genetics	1	2	2	2	1	1
Non-EEO	9	9	6	6	5	11
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2022Thru03-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2017	2018	2019	2020	2021	
Appointment/Hire	9	14	16	10	9	7
Assignment of Duties	26	28	21	18	13	6
Awards	5	5	2	3	4	4
Conversion to Full Time/Perm Status	1	1	0	0	0	0
Disciplinary Action						
Demotion	0	2	0	0	1	0
Reprimand	8	13	6	5	4	4
Suspension	1	9	3	2	2	1
Removal	2	1	4	1	1	1
Other	11	12	8	2	7	3
Duty Hours	1	2	0	1	1	0
Perf. Eval. / Appraisal	32	50	31	16	17	13
Examination/Test	1	2	1	1	0	3
Harassment						
Non-Sexual	101	115	88	58	54	31

Sexual	6	6	3	3	0	0
Medical Examination	0	5	4	4	1	0
Pay including overtime	10	6	5	6	0	4
Promotion/Non-Selection	25	25	26	26	26	16
Reassignment						
Denied	4	9	0	6	1	2
Directed	7	10	10	7	9	0
Reasonable Accommodation Disability	12	18	18	8	11	2
Reinstatement	0	0	0	0	0	0
Religious Accommodation	2	0	0	0	0	0
Retirement	1	0	0	0	2	1
Sex-Stereotyping	0	0	0	0	0	0
Telework	6	8	1	9	1	2
Termination	21	16	21	4	12	12
Terms/Conditions of Employment	27	57	51	15	18	29
Time and Attendance	13	18	17	10	4	5
Training	12	10	5	2	5	0
Other						
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2022Thru03-31
	2017	2018	2019	2020	2021	
Complaints pending during fiscal year						
Average number of days in investigation	206.9	230.55	251.16	248.85	255.86	227.15
Average number of days in final action	51.27	63.11	59.09	54.36	57.09	44.89

Complaint pending during fiscal year where hearing was requested													
Average number of days in investigation		215.60	228.90	269.86	260.36	274.94	235.82						
Average number of days in final action		39.68	46.54	42.45	43.23	65.66	36.82						
Complaint pending during fiscal year where hearing was not requested													
Average number of days in investigation		199.03	232.53	237.88	238.80	237.71	221.00						
Average number of days in final action		56.48	63.11	70.24	60.96	51.24	57.36						
Complaints Dismissed by Agency		Comparative Data											
		Previous Fiscal Year Data										2022Thru03-31	
		2017	2018	2019	2020	2021							
Total Complaints Dismissed by Agency		31	31	47	21	25	16						
Average days pending prior to dismissal		37	54.06	60.43	61.81	65.48	57						
Complaints Withdrawn by Complainants													
Total Complaints Withdrawn by Complainants		17	15	22	14	13	8						
Total Final Agency Actions Finding Discrimination		Comparative Data											
		Previous Fiscal Year Data										2022Thru03-31	
		2017	2018	2019	2020	2021							
		#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings		0		2		3		3		0		0	
Without Hearing		0	0	2	100	3	100	3	100	0	0	0	0
With Hearing		0	0	0	0	0	0	0	0	0	0	0	0

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2022Thru03-31	
	2017		2018		2019		2020		2021			
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%
	Total Number Findings	0		2		3		3		0		0
Race	0	0	0	0	1	33	0	0	0	0	0	0
Color	0	0	0	0	1	33	0	0	0	0	0	0
Religion	0	0	0	0	0	0	1	33	0	0	0	0
Reprisal	0	0	2	100	0	0	1	33	0	0	0	0
Sex	0	0	0	0	0	0	1	33	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	1	33	1	33	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	2	67	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0		0		0		0		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0

National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0		2		3		3		0		0	
Race	0	0	0	0	1	33	0	0	0	0	0	0
Color	0	0	0	0	1	33	0	0	0	0	0	0
Religion	0	0	0	0	0	0	1	33	0	0	0	0
Reprisal	0	0	2	100	0	0	1	33	0	0	0	0
Sex	0	0	0	0	0	0	1	33	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	1	33	1	33	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	2	67	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2022Thru03-31	
	2017		2018		2019		2020		2021			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		2		3		3		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0

Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	1	33	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	1	33	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	2	100	1	33	1	33	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	2	67	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	2	67	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0

Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	1	33	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	1	33	1	33	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
Findings After Hearing	0		0		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0

Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
Findings Without Hearing	0		2		3		3		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												

Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	1	33	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	1	33	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	2	100	1	33	1	33	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	2	67	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	1	33	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	1	33	1	33	0	0	0	0

Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data											
	Previous Fiscal Year Data					2022Thru03-31						
	2017	2018	2019	2020	2021							
Total complaints from previous Fiscal Years	137	153	156	130	184	121						
Total Complainants	132	148	153	124	121	120						
Number complaints pending												
Investigation	3	5	1	8	53	18						
ROI issued, pending Complainant's action	0	0	1	2	0	3						
Hearing	133	134	150	100	110	88						
Final Agency Action	2	16	3	21	11	13						
Appeal with EEOC Office of Federal Operations	11	12	14	16	19	20						
Complaint Investigations	Comparative Data											
	Previous Fiscal Year Data					2022Thru03-31						
	2017	2018	2019	2020	2021							
Pending Complaints Where Investigations Exceed Required Time Frames	5	1	5	9	7	5						